

Teaching Tolerance: Speak Up! Pocket Guide

For Respond to Racism

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By Christine Moses

INTERRUPT

Speak up against every biased remark—every time, in the moment, without exception. Think about what you'll say ahead of time so you're prepared to act instantly.

TRY SAYING
"I DON'T LIKE WORDS LIKE THAT," OR "THAT PHRASE IS HURTFUL."

QUESTION

If someone else speaks up against hate, thank her and reiterate her anti-bias message. One person's voice is a powerful start. Many voices together create change.

TRY SAYING
"WHY DO YOU SAY THAT? WHAT DO YOU MEAN?" OR "TELL ME MORE."

EDUCATE

Explain why a term or phrase is offensive. Encourage the person to choose a different expression. hate isn't behind all hateful speech. Sometimes ignorance is at work, or lack of exposure to a diverse population.

TRY SAYING
"WHY DO YOU SAY THAT? WHAT DO YOU MEAN?" OR "TELL ME MORE."

ECHO

If someone else speaks up against hate, thank her and reiterate her anti-bias message. One person's voice is a powerful start. Many voices together create change.

TRY SAYING
"THANKS FOR SPEAKING UP, ALLISON. I AGREE, THAT WORD IS OFFENSIVE AND WE SHOULDN'T USE IT."

SPEAK UP!

- ▶ A tool designed for students and adults
- ▶ Gives you a pocket guide to interrupt bigoted speech
- ▶ Empowers you and students to stop hate in many forms such as jokes, slang, and "terms of endearment"

Prepare Yourself

- ▶ Make a commitment to stop bigoted speech. Say to yourself out loud:
 - ▶ I am a person who will speak up against bigotry.
 - ▶ I will not let hate have the last word.
- ▶ Develop responses such as:
 - ▶ “That offends me.”
 - ▶ “I do not think that is funny.”
 - ▶ “I am surprised to hear you say that.”

Prepare Yourself

- ▶ Simple questions are a good way to interrupt everyday bigotry
 - ▶ “What do you mean by that?”
 - ▶ “Why would you say something like that?”
 - ▶ “What point are you trying to make by saying that?”
- ▶ Questions place the burden on the person who made the remark
 - ▶ “Tell me more” is an opportunity for the person to deepen their learning on why the speech was hurtful.
 - ▶ In response to jokes, you can say “I don’t find that funny.”

Prepare Yourself

- ▶ Practice phrases aloud
- ▶ Memorize them
- ▶ Have them ready at all times
- ▶ Other potential responses:
 - ▶ “Did you mean to say something that hurtful when you said that?”
 - ▶ “Using that word as a put-down offends me.”
 - ▶ “Using that word does not help others in our community feel safe.”

When and how do you say it?

- ▶ Are you safe to speak up?
 - ▶ You may be ostracized by colleagues or students
- ▶ How do you say it?
 - ▶ Use a calm, thoughtful voice
 - ▶ Do not react with shock
 - ▶ Be yourself
 - ▶ Be firm
 - ▶ Be confident
 - ▶ Know that you are doing the right thing
 - ▶ There is no need to shame or humiliate the person. Just interrupt

What are your goals?

- ▶ Changes in behavior take time
- ▶ Changes in beliefs take even longer
 - ▶ Be clear on what you want
 - ▶ Do not call someone a racist. Point out their behavior, not their beliefs
 - ▶ You can't know their heart, but you can call them on their actions and speech

Elbow Questions

- ▶ Q1: Describe to your partner a time when you wish you had this tool to use. (2 minutes for each person)
- ▶ Q2: How do you think the situation might have been different if you had interrupted the bigoted comment? (2 minutes for each person)
- ▶ Q3: What is the worst thing that could have happened to you in that situation? (2 minutes for each person)
- ▶ Q4: Who can you practice with to help you be confident in using this strategy?

Resources

- ▶ https://www.tolerance.org/sites/default/files/2017-07/Speak_Up_at_School_2.pdf
- ▶ Jay Smooth: How to tell somebody they sounded racist:
<https://www.youtube.com/watch?v=b0Ti-gkJiXc>

